

Poverty Leadership Panel.

The Poverty Leadership Panel's vision is that poverty is made a thing of the past. We want all of us across Glasgow to contribute to significantly reducing poverty and exclusion over the next decade, by acting now.

We want Glasgow to be a place where everyone agrees that poverty is an outrage, and where every person feels that they can be a part of Glasgow.

Key areas of work to tackle poverty have been identified and have been divided into 6 main workstreams:

■ Welfare Reform ■ Child Poverty ■ Work and Worth ■ Credit and Debt ■ Challenging Attitudes ■ Participation.

Each workstream has a project team that includes a wide range of key partners in addition to volunteers from across various groups and backgrounds who have experienced living in poverty.

Name of officer completing assessment (signed and date)

Gerry Quinn January 2016

Assessment Verified by (signed and date)

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The vast amount of documents listed on pages 3 to 7 formed the basis of evidence used to highlight the plight and impact of poverty on the citizens of Glasgow. We have used many of the findings from these research documents to target specific areas and develop our workstreams to ensure we make best use of our resources and help alleviate poverty. Our processes, service improvements and new products developed are as a direct result of consultation with and involvement of our community volunteers. In addition to the original workstreams the PLP has identified further areas impacted by poverty, these are now included in the list below:

- **Welfare Reform:** Training sessions delivered to 3rd sector organisations on welfare reform and the impact on their communities. Publicity and appeal packs provided for communities affected by DWP benefit sanctions.
- **Work and Worth:** Groups of volunteers, internal and external partners provided feedback on employability issues through completion of a survey and a subsequent Open Space Workshop. In-work progression is a key objective of this workstream following the launch of the City Deals project.
- **Credit and Debt:** Work is ongoing to identify alternative options to high cost borrowing for those citizens who have the least amount of money and opportunity to repay, in addition an alternative is being looked at to the high interest High St rent to own stores.
- **Challenging Attitudes:** The PLP partners have developed a training and awareness package that highlights real life stories on peoples' attitude to citizens in receipt of benefit and/or in poverty. This will be rolled out across the council's workload and to external partners over the autumn of 2015.
- **Participation:** Volunteers who are part of the PLP are linked to each of the workstreams and are continually encouraged to participate in ongoing service developments.
- **Child Poverty:** The report on the Cost of the School Day was developed with the assistance of school pupils and education staff, which has highlighted potential areas for development that will reduce costs and remove stigma attached to poverty.
- **Housing:** Local people are actively involved local housing issues and structures in Glasgow.
- **In-Work Poverty:** Low pay and limited access to progression within the workplace has resulted in over half (52%) of all individuals living in relative poverty in Scotland, where at least one adults in the household was working.
- **Lone Parents:** Research continually identifies lone parents are disproportionately likely to occupy low skilled, low status jobs. These positions do not pay a sufficient wage to allow them to move out of poverty. In addition research has also highlighted that lone parents will also be hardest hit following changes to the Social Security benefits.
- **Food Insecurity:** There are over 70 foodbanks in Glasgow, many of which are run independently. The Community Support model could offer direct access for those in need of financial assistance and benefit maximisation.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
Census Scotland 2011	Age	No
Citizens Advise Scotland Short Briefing for the Welfare Reform Committee, April 2014	Age	No
Scottish Government. 2014. Food Banks and Welfare Reform	Age	No
DWP, Stat-Xplore, May 2014	Age	No
Glasgow City Council. 2013. Briefing paper 2011 Census Release 1 Results for Glasgow City Council.	Age	No
GCPH. 2014. Glasgow Indicators Project: Child Poverty	Age	No
End Child Poverty. 2013. Child Poverty Map of the UK	Age	No
Annual Population Survey (ONS). 2014. Jan 2013 – Dec 2013	Age	No
Scottish Government. 2014. Poverty and Inequality in Scotland: 2012/2013.	Age	No
Scottish Government. 2014. Education for All! Commission for Developing Scotland's Young Workforce – Final Report.	Age	No
Scottish Government. 2013. Statistics from the Annual Population Survey 2012	Age	No
Donald Hirsh. 2013. Estimated Costs of Child Poverty. Loughborough University	Age	No
Donald Hirsh. 2008. Estimating the Cost of Child Poverty. York: Joseph Rowntree Foundation	Age	No
Annual Survey of Hours and Earnings, Office for National Statistics.	Age	No
Glasgow Indicators Project (National Records for		

Scotland 2007-2011).	Age	No
DWP. 2010. Second Survey of Employers' Policies, Practices and Preferences Relating to Age.	Age	No
Personal Finance Research Centre. 2013. The Impact on Business and Consumers of a Cap on the Total Cost of Credit	Age	No
The Money Advice Service. 2013. Indebted Lives: The Complexities of Life in Debt.	Age	No
Competition Commission. 2014. Research into the Payday Lending Market.	Age	No
Stepchange. 2013. Personal Debt 2013: Statistic Yearbook Findings.	Age	No
ONS. 2012. Scotland Census 2011.	Disability	No
Welfare Reform Committee, 5th Report, 2014 (Session 4) Report on Local Impact of Welfare Reform, Scottish Parliament, June 2014	Disability	No
Local Area Labour Markets In Scotland, May 2013, Scottish Government	Disability	No
National Records for Scotland. 2013. 2011 Census results.	Disability	No
Scottish Government. 2013. Income and Poverty	Disability	No
Scottish Government. 2014. Overview of Equality Results in 2011 Census.	Disability	No
Annual Population Survey. 2013. Local Area Labour Market Statistics 2004-2013.	Disability	No
DWP. 2014. Disability Facts and Figures	Disability	No
Contact a Family. 2012. Increased Costs of Living.	Disability	No
The United Nations Convention on the Rights of the Child	Disability	No
The International Convention on Economic, Social and Cultural Rights	Disability	No
The United Nations Convention on the Rights of Persons with Disabilities	Disability	No
Children's Commission. 2013	Disability	No
National Records for Scotland. 2013. 2011 Census	Disability	No

Results.		
Annual Population Survey. Oct 2012 to Sep 2013.	Disability	No
EHRC. 2014. Modern Apprenticeships. Equality and Economy: Spreading the Benefits.	Disability	No
The University of Edinburgh. 2013. Employers View of Supported Employment	Disability	No
Office for national statistics. 2014. Incapacity benefit/severe disablement allowance claimants at Nov 2013	Disability	No
Scottish Government. 2014. Overview of Equality Results in 2011 Census.	Disability	No
IPSOS Mori.2013. Disabled People and Financial Wellbeing.	Disability	No
Contact a Family. 2012. Counting the Costs 2012	Disability	No
Save the Children. 2012. Ending Child Poverty: Ensuring Universal Credit Supports Working Mums.	Gender	No
Glasgow Centre for Population Health. 2014. Exploring the Impacts of the UK Government's Welfare Reforms on Lone Parents Moving into Work	Gender	No
Scottish Government. 2008. Achieving Our Potential.	Gender	No
Close the Gap. 2014. GTC Working Paper 11: Statistics.	Gender	No
Scottish Government. 2013. Income and Poverty.	Gender	No
Office for National Statistics. Labour Market. 2014	Gender	No
EHRC. 2013. Modern Apprenticeships. Equality and the Economy: Spreading the Benefits.	Gender	No
Close the gap. 2013. Missing Out on the Benefits.	Gender	No

Close the gap. 2013. Gender Pay Gap Statistics.	Gender	No
Scottish Government. 2013. Labour Market by Gender.	Gender	No
Personal Finance Research Centre. 2013	Gender	No
Competition Commission. 2013	Gender	No
The Money Advice Service. 2013. Indebted Lives	Gender	No
An Examination of Poverty and Sexual Orientation in the UK (Dec 2013)	Sexual Orientation	No
Scottish Government 2014, An overview of Equality Results from 2011 census Release 2	Race	No
Annual Population survey 2013, local area labour market statistics in Scotland	Race	No
Scottish Government 2014, Poverty and Inequality in Scotland 2012/13	Race	No
Skills Development Scotland 2014, School Leaver destinations	Race	No
Scottish Government 2013 Summary Statistics for Attainment	Race	No
House of Commons Library 2014, People from abroad: what benefits they can claim	Race	No
EHRC 2014 Modern Apprenticeships Equality and Economy – spreading the benefits	Race	No
Ministry of Justice: 2013 Employment Tribunal Statistics	Race	No
Personal finance Research Centre 2013: The impact on Business and Consumer of a cap on the total cost of credit	Race	No
Joseph Rowantree Foundation 2011 Poverty and Ethnicity Summary	Race	No

Scottish Government 2011 Experiences of Muslims Living in Scotland	Religion and Belief	No
Hopkins P, 2006 Youthful Muslim masculinities: Gender and Generational Relations	Religion and Belief	No
Scottish Government 2010 Household Survey	Religion and Belief	No

3. ASSESSMENT & DIFFERENTIAL IMPACTS

The development of new or amended processes and services to alleviate poverty should only have a positive impact on the citizens of Glasgow. However we aware that we have not yet been able to attend to the specific needs of all individual groups.

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	All workstreams to tackle poverty have been developed to be inclusive of all genders.	All workstreams include a cross section of genders, however we have identified that women, in particular Lone Parents are more likely to be affected by Welfare reforms. This has led to the recruitment of a Lone Parent Officer. The FI Strategy called out Victims of Domestic Abuse as a priority/vulnerable group (82% of which are women) that require specialist services and intensive resource.		
	Men	As above	As above		
RACE	Asian People	All workstreams to tackle poverty have been developed to be inclusive of all race.	Further work on understanding the various cultural differences and how we can work with these communities to tackle poverty needs to		

			<p>scoped and developed. To assist us in understanding the needs of the BME community we have representatives within the Poverty Leadership Panel from the Ethnic Minorities Law Centre and the Scottish Refugee Council. The FI Strategic Plan has also identified the BME community as a priority/vulnerable group and called out the need for greater understanding of the lack of engagement by this group to assist in developing appropriate services.</p>		
	Black People	As above	As above		
	Chinese People	As above	As above		
	White People	As above	As above		
	People of mixed race	As above	As above		
	European People (Polish, Greek, Italian, etc)	As above	As above		
DISABILITY	Physical disability	All workstreams to tackle poverty have been developed to be inclusive of citizens with disabilities. The PLP offers support to	Further work to identify the specific needs of disabled citizens, working with the Glasgow Disability Alliance (GDA) needs to be scoped and		

		disabled volunteers by ensuring they can attend meetings by providing travelling expenses for taxis.	<p>developed. Need to consider issues around multiple identities i.e. some disabled people also face discrimination because of their race, age, sexual orientation etc.</p> <p>Also not all disabled people will be affected by issues of poverty in the same way e.g. those with learning difficulties may face different issues around accessing support from PLP partners compared to those with mental health issues.</p> <p>An area for future development and for consideration in future EIA's (and reviews) may be to collect data on the impact of the PLP on different groups of disabled people.</p>		
	Sensory Impairment (sight, hearing,)	As above	As above		
	Mental Health Issues	As above	<p>Mental Health has been identified as a priority/vulnerable group in the FI Strategic Plan. This identifies needs such as:</p> <ul style="list-style-type: none"> • Financial 		

			<p>Awareness</p> <ul style="list-style-type: none"> • Engagement • Training for advisors 		
LGBT	Lesbians	All workstreams to tackle poverty have been developed to be inclusive of citizens from the LGBT community.	Additional work to identify the specific needs of the LGBT community needs to be scoped and developed.		
	Gay Men	As above	As above		
	Bisexual	As above	As above		
	Transgender	As above	As above		
AGE	Older People (60 +)	All workstreams to tackle poverty have been developed to be inclusive of age groups.	Additional work to identify the specific needs of the elderly community needs to be scoped and developed.		
	Younger People (16-25)	As above	<p>Additional work to identify the specific needs of this particularly age group needs to be scoped and developed.</p> <p>PLP members Wheatley and Poverty Alliance have produced research and a report from work carried out by young people aged 14 – 21 on housing issues. This report also provides a series of recommendations, some of which have already been implemented by the Wheatley Group.</p>		

			<p>The Financial Inclusion strategy specifies 3 key areas for young people under 25:</p> <ul style="list-style-type: none"> • The Financial Education Programme within Curriculum • Young people leaving school will be supported to prepare for their financial future • Peer group support services will offer specialist assistance to vulnerable young people • More Choices/More Chances – also highlights difficulties in getting young people to engage and the need to consider how better to engage, 		
	Children (0-16)	Child Poverty has been called out as a specific issue and there is a workstream dedicated to this issue. Research and the Cost of a School	The action plan from this report is being developed. An additional report of the Cost of the School Holiday is being produced and due for release early		

		Day report	December 2015.		
MARRIAGE & CIVIL PARTNERSHIP	Women	All workstreams to tackle poverty have been developed to be inclusive of married and civil partnerships	Additional work to identify the specific needs of this particularly group needs to be scoped and developed.		
	Men	As above	As above		
	Lesbians	As above	As above		
	Gay Men	As above	As above		
PREGNANCY & MATERNITY	Women	All workstreams to tackle poverty have been developed to be inclusive of pregnant woman	Additional work to identify the specific needs of this particularly group needs to be scoped and developed.		
RELIGION & BELIEF	Input *	All workstreams to tackle poverty have been developed to be inclusive of all religious beliefs.	Additional work to identify the specific needs of the different religious groups needs to be scoped and developed.		

* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		√
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		√
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.		√
Does the negative impact breach any of the equality legislation? **		√
	Immediately	Within next 6 months
The negative impact requires action to be taken		

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	No			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken?	No			
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)	Bring this Equality Screening to the attention of the PLP at the next meeting in Nov 2015, with a view to an annual review.	The screening document was reviewed by the PLP members and agreed minor changes in January 2016. The Glasgow Disability Alliance (GDA) expressed great interest in future reviews.	Gerry Quinn	Review January 2017